



August 12, 2003

Dale A. Holton, President
National Rural Letter
Carriers' Association
1630 Duke Street, 4th Floor
Alexandria, VA 22314-3465

Dear Dale:

This letter will confirm our mutual understanding regarding the intent of Article 30.2.G.7 of the National Agreement.

Article 30.2.G.7 states in part:

"When a substitute, rural carrier associate, or rural carrier relief employee is assigned to an auxiliary route and the employee's assigned regular route becomes vacant or the regular carrier is on extended absence, the employee must elect either the auxiliary route assignment or the assignment on the regular route. If the employee elects to serve full-time on the assigned regular, the election shall not be effective until (and may be revoked by the employee prior to) the 91st day of the employee's full-time regular route assignment, at which time the auxiliary route assignment shall be relinquished and then offered to other employees in accordance with Article 30.2.G.2."

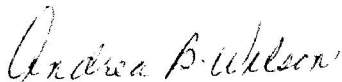
The parties agree that the only instance that allows the leave replacement to be assigned for up to 90 days to both an auxiliary route and the primary leave replacement on a regular route, which is vacant or the regular carrier is on extended absence, is when the leave replacement already has both assignments prior to the regular route becoming vacant or the regular carrier being on extended absence.

If the leave replacement is assigned as the primary leave replacement on a regular route, which is vacant or the regular carrier is on extended absence and opts for an auxiliary route in accordance with Article 30.2.G.2, the leave replacement must immediately relinquish the regular route assignment. In addition, if the leave

replacement is assigned to an auxiliary route and opts for a leave replacement vacancy on a regular route, which is vacant or the regular carrier is on extended absence, the leave replacement must immediately relinquish the auxiliary route assignment.

Should there be any questions regarding the foregoing, please contact Bill Daigneault, at (202) 268-5125.

Sincerely,



Andrea B. Wilson
Manager
Contract Administration (NRLCA/NPMHU)

Concurrence:



Dale A. Holton, President
National Rural Letter
Carriers' Association

Date: 8-14-03